

Today's Agenda



- Welcome and Introductions
- Host's comments
- Career / Technical Workgroup Update
- Small Business/ Entrepreneurship Workgroup Update
- Employment Workgroup Update
- Education Workgroup Update
- JBLM Transition Summit AAR
- C2C review and 2016 plans
- Data Share results
- ESD Update (What opportunities for Veterans)
- Round Table Comments
- Closing Remarks

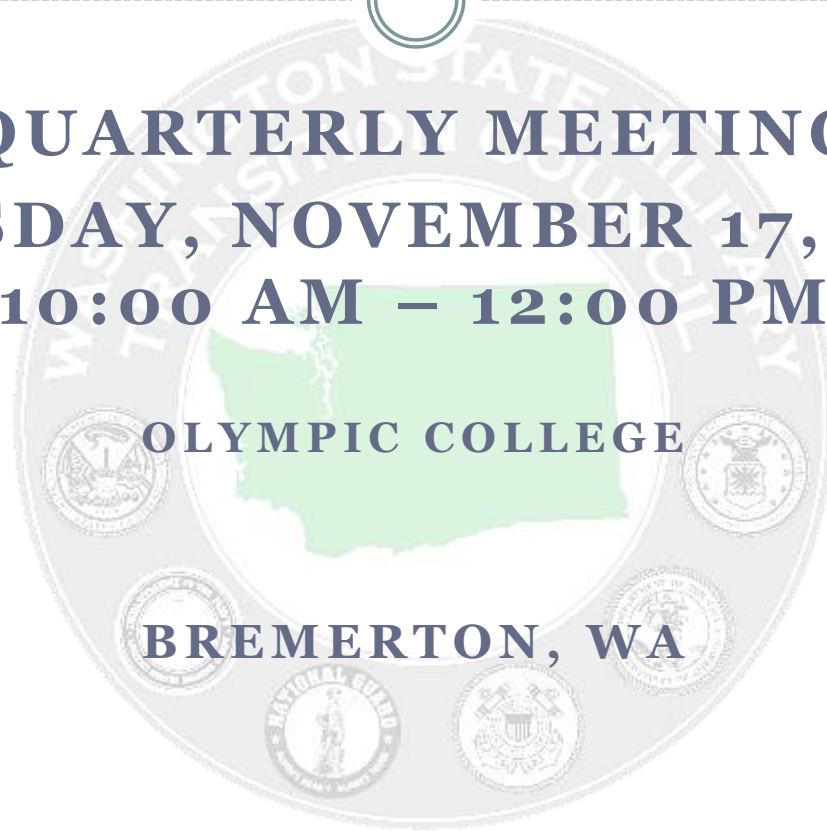
Washington State Military Transition Council



QUARTERLY MEETING
TUESDAY, NOVEMBER 17, 2015
10:00 AM – 12:00 PM

OLYMPIC COLLEGE

BREMERTON, WA



Welcome



ALFIE ALVARADO-RAMOS

***DIRECTOR – WASHINGTON STATE DEPARTMENT OF
VETERAN AFFAIRS***

&

CAPT BILL “FERRIS” BULIS

***CHIEF OF STAFF,
NAVY REGION NORTHWEST***

&

**COL DANIEL MORGAN
JBLM BASE COMMANDER**

Navy Region Northwest Points of Contact

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Chief of Staff

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Family Readiness Program Director

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Mr. Peter Harris

Region Work and Family Life Coordinator

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Hosts Comments

DR. DAVID MITCHELL,
PRESIDENT, OLYMPIC COLLEGE



Career / Technical Workgroup Update



CO-CHAIRS:

MABEL EDMONDS

***DEAN WORKFORCE AND ECONOMIC DEV,
CLOVER PARK TECHNICAL COLLEGE***

&

PETER LAHMANN

***CHAIR – WA STATE APPRENTICESHIP
COORDINATORS ASSOCIATION***

CY-16 Goals



- Goal #1 Increase access to high demand apprenticeship & training resources to meet WA state skill gaps
 - Focus on Advanced Manufacturing, Allied Health, Construction, and Information Technology
 - Build on VIE25 and identify existing federal/state programs that align to sectors
 - Develop fact sheet for each sector; target audience is transition staff

CY-16 Goals



- Goal #2 Educate installation transition staff on focus opportunities from Goal #1
 - Leverage MTC and state agencies to disseminate material
 - Engage installation transition staff to ensure understanding of material
 - Identify subject matter expert cadre available to support transition staff

CY-16 Goals



- **Goal #3 Highlight individual success stories**
 - Identify military Veterans who have been successful in focus program from Goal #1
 - Develop public affairs marketing material to supplement initial marketing material
 - Add success stories to VIE25 and Career Pathways sites, ideally as video clips

CTT WG Success Stories



- Oct 23 WG identified/escalated emergent VBA education policy advisory affecting Veterans in higher education flight training programs.
 - Oct 30 SBCTC Executive Director formally addressed issue to VBA stating, “We believe the current version of the advisory will have a negative impact on pilot safety, opportunities for veterans, and Washington's aerospace industry.”
- Sub-groups mapping programs that build on VIE25 in support of Goal #1
- WG leadership team briefed JBLM SFL-TAP staff on VIE25 Nov 12

Our Ask



- Professional production of fact sheets in support of goals
- Professional public affairs and production support for success story profiles in both hard copy and video formats

Small Business Entrepreneurship Workgroup



CO-CHAIRS:

CHERYL FAMBLES

***CEO – PACIFIC MOUNTAIN WORKFORCE
DEVELOPMENT***

&

NANCY PORZIO

***DISTRICT DIRECTOR – SBA SEATTLE
DISTRICT OFFICE***

Employment Track Workgroup Update



CO-CHAIRS

SHELLIE WILLIS

***MILITARY WORKFORCE DEVELOPMENT
MANAGER
CAMO2COMMERCE/ RALLY POINT 6***

&

RICH GARMONG

***BUSINESS OUTREACH COORDINATOR
KING COUNTY VETERAN'S PROGRAM***

Employment Track Committee Updates



1. Website Presence and Functionality

- Develop a map that shows all of the counties that can be clicked on to display (1) a calendar of all career/hiring fairs in that local area and (2) information on the endorsed career/hiring events – can use the 12 Workforce Development Council areas as a way to organize this information. Allow partners to update and populate this calendar.
 - A design team can be formed to help design this functionality
 - Locate this map on the WDVA site but have the link be very obvious on the main page – right now you have to really dig to find the link to the employment track committee's information
 - Locate retention training videos on the WDVA site for businesses to access at any time
 - Locate this map and videos on WorkSource WA as well

Employment Track Committee Updates



2. Service Member Transition Training and Retention Training for Businesses-
- Funding and other resources to sustain and increase capacity of the Northwest Edge Plus Program on JBLM and to replicate it widely statewide.
 - Coordinate (s) to recruit trainers, provide trainer training, using the train the trainer curriculum and manage the overall replication statewide – build in quality assurance processes.

Employment Track Committee Updates



3. Retention Training for Business

- Coordinator(s) to develop and manage an outreach plan to engage businesses statewide, identify trainers, and train the trainers – build in quality assurance processes for train the trainer piece.
 - LVERs across the state are core partners in reaching out to businesses and can participate on the trainer team
 - Outreach strategies need to include messages that mitigate business perceptions that veterans are a liability because they suffer from PTSD related issues

Higher Education Track Workgroup Update

CO-CHAIRS:

DAVID MILLET

***DIRECTOR FOR THE VETERANS
RESOURCE CENTER,
EASTERN WASHINGTON UNIVERSITY
&***

MIKE FARNUM

***DIRECTOR OF MILITARY OUTREACH,
PACIFIC LUTHERAN UNIVERSITY***

Higher Education Track Workgroup Update



CY 15-17 Goals

- Develop communication plan
 - a. Multimedia platforms
 - b. Leverage existing sites
 - c. Resource at Ed Centers
 - d. “Google Analytics”

- Funding for Viable Website
 - a. DoE Grants
 - b. State Funding
 - c. Private Funding
 - d. Combination

- Expand NW Edge State Wide
 - a. Curriculum Format
 - b. Other instillations
 - c. Pilot at Fairchild AFB

- Legislative Input/Updates
 - a. Provide better support
 - b. PLA & Transfer Credits
 - c. Waivers

Education Resources

EDUCATION PROGRAMS

Higher Education Resources

Explore education resources available in Kansas.

Kansas Colleges & Universities

Find out which Kansas colleges and universities are near you.

Search for Schools by Occupation

Search for Higher Education Programs by your Occupation or Occupational Interests.

WorkforceAID

Workforce AID serves as a valuable tool in Kansas, as veterans and employers are connected throughout the training process.

Kansas National Guard Education Resources

Learn about educational resources and support provided by the Kansas National Guard.

EDUCATION ASSISTANCE

[Expand all](#)

- [Request a copy of your DD214 Form](#)
- [View a list of Veterans' Services Pages for Kansas Public Colleges and Universities](#)
- [Find Kansas Public Universities and Community / Technical Colleges](#)
- [Apply for the Kansas Military Service Scholarship](#)
- [Find Educational Resources for Kansas National Guard Veterans](#)
- [See the residency requirements for Veterans, active military and their families](#)
- [Learn about the education and training opportunities for Veterans provided by the Kansas Small Business Development Center](#)

[Get Updates](#)[Veteran Contacts Directory](#)[Home](#)[About](#)[News](#)[Benefits & Resources](#)[Veterans Homes](#)[Memorials & Burials](#)[LinkVet Support](#)[Blog](#)

EDUCATION

Education

[Federal GI Bill](#)[Higher Education Veterans Programs](#)[Minnesota GI Bill](#)[On Campus Resource Centers](#)[State Approving Agency](#)[Surviving Spouse Education Benefit](#)[Veteran Education Assistance](#)[Employment](#)[Health & Disability](#)[Burials](#)[Assistance & Families](#)[State & Federal Resources](#)[Quick Links](#)[Live Chat](#)[Get Answers](#)[I am a Veteran](#)[Home](#) ▶ [Benefits & Resources](#) ▶ [Education](#)

Education

MDVA's Higher Education Veterans Program staff are ready to assist Veterans and eligible family members with accessing the right benefits, school and programs. For more information on the campus rep Regional Coordinator Program and Veteran education benefits visit our [Veteran Support Portal](#).

New education benefits, including the post 9/11 GI Bill and sustained deployments have dramatically increased the number of Veterans attending college in recent years.

- [Federal GI Bill](#)
- [Higher Education Veterans Programs](#)
- [Minnesota GI Bill](#)
- [On Campus Resource Centers](#)
- [State Approving Agency](#)
- [Surviving Spouse & Dependent Education Benefit](#)
- [Veteran Education Assistance](#)

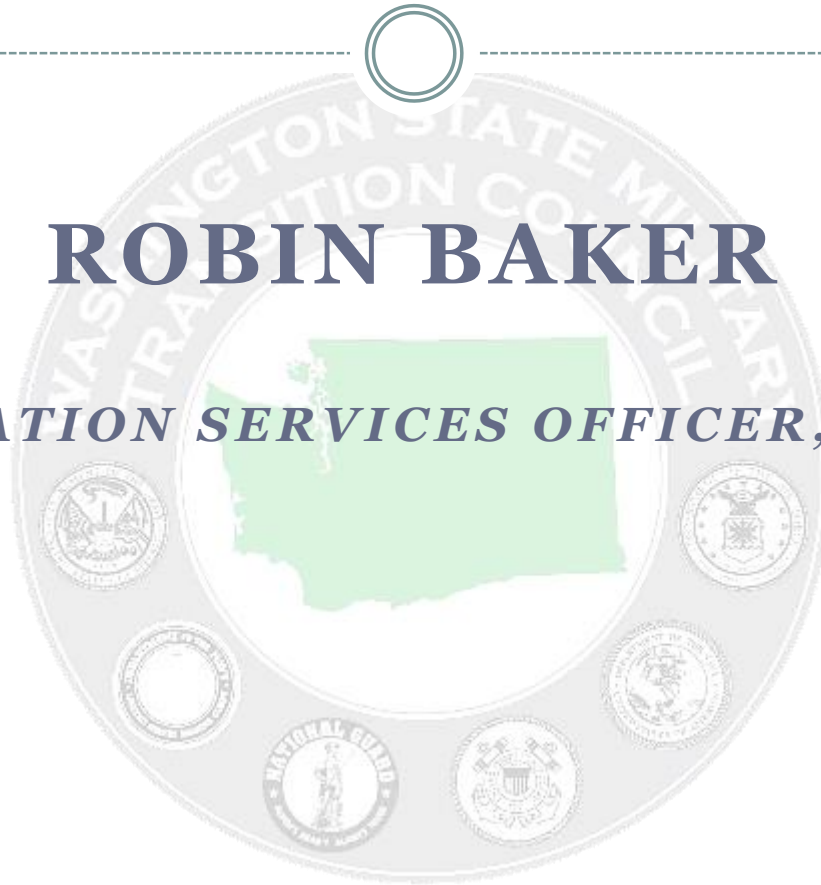


JBLM Transition Summit AAR



ROBIN BAKER

EDUCATION SERVICES OFFICER, JBLM





Washington Service Member For Life Transition Summit

22-24 SEP 15



Washington State Service Member For Life Transition Summit, 22-24 SEP 2015

Joint Base Lewis-McChord, WA



Situation

JBLM/Washington State Service Member for Life Transition Summit spanned 22-24 SEP 15. The summit brings together senior political and military leaders, employers and community leaders, transitioning service members, veterans, and military dependents to support and facilitate Service Member transition.

Day 1 – Senior Leader Seminar: Highlight National/State transition initiatives; data share; gain senior leader support for transition efforts.

Day 2 – Industry Specific Panels: Prepare, educate, and link participants to resources for successful employment in 7 different industry sectors.

Day3 – Transition/Education/Apprenticeship/Small Business Fair: Connect participants with employers, schools, trades, and small business resources; facilitate hiring and educational enrollment.

Distinguished Visitors in Attendance (partial list)

Washington Governor Jay Inslee-Video

Sen Patty Murray- Video

External Coordination

US Chamber of Commerce

US Department of Labor

US Veterans Affairs

State Governor's/Senator Office

WA National Guard

USA/USAF/USN/USMC/USCG Transition Programs

Ms. Karen Perkins, IMCOM G-1

SGM Lon Culbreath, IMCOM G-1

LTG(R) Ferriter

Outcomes

JBLM Partnership announcements with Schultz Family Foundation's Onward to Opportunity, Veterans Industry Education (VIE 25) and Power Pathways; Perspectives of Transition from Senior Leaders; Transition perspectives from the National Level; LTG(R) Ferriter keynote address – Over 1000 were in attendance.

7 Distinct industry panels provided industry specific guidance for employment in Maritime/Transpo/Logistics; Healthcare/Life Sciences/Global Health; Information Comm; Clean Tech; Gov/Public Sector; Retail; Advanced Manufacturing – over 1800 were in attendance.

Featured nearly 900 representatives from 300 companies and institutions of higher education who provided services for over 3000 transitioning Service Members and countless networking opportunities for everyone present.

Initial Survey of Employers Indicates: Job seekers asked to apply online: 7,950 Resumes accepted: 2,003 Interviews on site: 2,472 Job offers extended at fair: 161

WA DSHS and Shell interviewed for and offered an additional 70 positions on Friday, 25 SEP 15.



Day 1 –

National/Regional Senior Leader Focus American Lake Conference Center



Goal- Highlight National and State transition initiatives, provide forum to share information, gain senior leader support for transition both on and off the installation

- **0900 – 1245 National/State Programming: Registered – Over 1200 (Including Senior Leaders) – Over 1000 attended**
- 0800-0900 – Breakfast/Registration
- 0900-0905 – Opening Remarks – MG Fuller – I Corps DCG
- 0905-0910 – Video Message from Senator Murray and GOV Inslee
- 0910-0920 – Onward to Opportunity Initiative Announcement
- 0920-1010 – Employer Panel (National Employers)
- 1010-1015 – Job Offer (Starbucks)
- 1010-1020 – Keynote – COL(R) Howe
- 1020-1025 – Veterans Industry Education 25 (VIE 25) Initiative Announcement
- 1030 – 1105 - State Panel (WDVA, ESD, SBCTC, Commerce, DSHS)
- 1105 – 1110 – Power Pathways Initiative Announcement
- 1110-1115 – Job Offer (State Agency - WDVA)
- 1115-1200 – National Panel (DoD, VA, Labor, SBA and Soldier for Life)
- 1200-1215 – Senior Military Keynote LTG(R) Ferriter
- 1215-1245 - Lunch

1300 – 1600 Break Out Groups: Registered - 272 (Includes 61 military leaders)

- Senior Military Leader Transition Briefing – Hosted at American Lake
- WA Transition Council Workgroup Meetings (Small Biz, Employment, Higher Ed, and Career Technical) – Hosted at American Lake
- VIP Tour

1600 – 1800 Reception at American Lake: 402 attendees



Day 2 – Industry Focus



GOAL: Prepare, Educate and Link participants to resources to be successful in the different industry sectors whether their goal is employment, education, technical training or small business

7 Sectors Represented: Public Service & Government; Information & Communication Technology; Healthcare (Life Science and Global Health), Clean Energy, Construction & Technologies; Advanced Manufacturing (Aerospace and Agriculture); Maritime, Transportation & Logistics

Registered/Attended: Adv Man: 182/169, Business: 300/214, Clean Energy: 190/159, Healthcare: 257/183, IT: 231/251, Maritime: 224/197, Govt: 462/721 (**Total over 1800 in attendance**)

Locations: ALCC, Carey Theater, Evergreen Theater, French Theater, McChord Theater, McChord Collocated Club, Washington Army National Guard Readiness Center

0930 – 1230: Sector Panel

- * 30 mins – Sector Overview
- * 45 mins – Employer Panel
- * 45 mins – 4 Tracks
- * 45 mins - Networking
- * 1230 – 1330 Lunch Break In Place (Food Trucks)

1330 – 1500: Job Preparation Workshops hosted by National Partners: 938 attended



Day 3 – Transition Fair Hangars 9&10- McChord



Goal- Connect participants with employers, schools, the trades and small business resources with the ultimate goal of employment, enrollment in educational programs and the successful start of a small business

Result: Over 3,000 participate for day 3 (2,622 of which were clients, the remainder were exhibitors, leaders, and stakeholders)

2 Hangars including Employers, Educational Institutions, Apprenticeships and Small Business Support

- * 0930-1045 Session One Panel
- * 1100-1330 Group One Attends Career, Education, Apprenticeship, and Small Business Fair
- * 1200-1300 Lunch (food trucks)
- * 1200-1315 Session Two Panel
- * 1330-1600 Group One Attends Career, Education, Apprenticeship, and Small Business Fair
- Initial survey of results from employers present indicates: Job seekers asked to apply online: 7,950
Resumes accepted: 2,003 Interviews on site: 2,472 Job offers extended at fair: 161
- WA DSHS and Shell Oil conducted hiring events at Hawk Transition Center on Friday, 25 SEP; DSHS conducted 100 interviews and made over 60 tentative job offers, Shell tested 10 potential employees.



Contact Information

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Camo2Commerce Update



SEAN MURPHY

CAMO₂COMMERCE PROJECT DIRECTOR



Camo2Commerce



By the Numbers:

- 878 Enrollments
- 565 Placements
- 85.73% Placement Rate
- \$27.46 Per Hour Average

2016 Trainings:

- Heroes Corporate Fellowship Program
- Utility PowerPathway
- Law Enforcement Academy

Over \$27,000,000 in economic benefit generated from estimated annual income of Camo2Commerce positive placements.

Camo2Commerce



2016 Planning

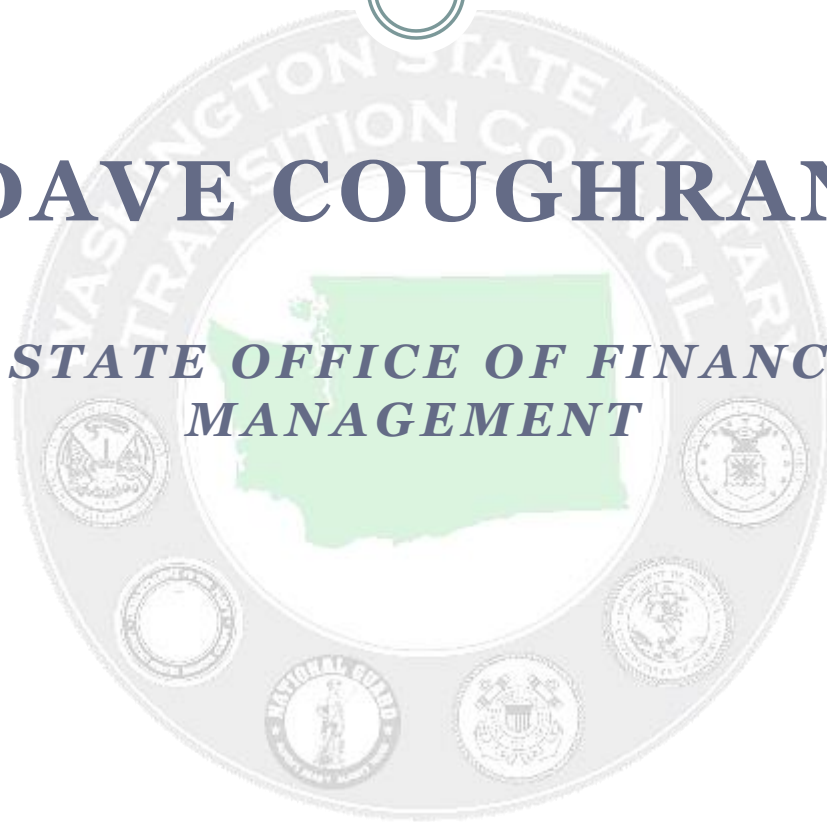
- Continued Service Delivery with the C2C Model
- Strengthen the Current System with Additional and Integration of DW and DVOP/LVER
- Sector Based Strategy
- Complete Asset Map/Desk Guide for WA
- Addition of Spouses

Data Share Results



DAVE COUGHRAN

***WA STATE OFFICE OF FINANCIAL
MANAGEMENT***



ESD Update (What opportunities for Veterans)



KELLY LINDSETH

***DEPUTY DIRECTOR, WORKFORCE &
CAREER DEVELOPMENT DIVISION (ESD)***



New Engagement Strategy for Transitioning Service Members



- Revamping processes to boost value for transitioning service members (TSMs)
 - All TSMs remaining in WA will be registered in our new Monster-powered system and will receive a “warm handoff” to the DVOP at their destination
 - TSMs leaving state will be given contact information for their gaining job center and the gaining job center will receive an e-mail or phone call announcing the TSM’s arrival
- Promotes connecting with the TSM at the point that they’re ready to engage
- Mitigates effects of “information overload”
- Launching at JBLM with plan to expand statewide

Update on Monster Solution Timeline



- New Workforce Integrated Technology solution enhances matching of employers to veterans
 - Veterans will be more easily identified by employers
 - Veterans microsite provides a military skillset-to-civilian occupation crosswalk
 - Employers can earmark job openings for “Veteran Preference”
- New implementation estimate: late-January 2016 (delayed due to underestimate in scope of data migration requirements)

Coming soon to a device near you.

WorkSourceWA.com



WorkSourceWA.com will replace
Go2WorkSource.com beginning in 2016.

Employers will experience vastly improved recruitment tools:

- All the power and industry-leading expertise of Monster.com
- Free job posting and applicant matching
- Ranking and side-by-side comparisons of applicants
- Access to the largest talent database in the state

Job candidates will find:

- Thousands of jobs
- A new and improved resume builder
- Advanced job-search tools to find jobs more easily
- Occupational data to help you make informed career decisions.

WorkSourceWA.com
POWERED BY MONSTER AND YOU



OFFICE OF FINANCIAL MANAGEMENT

VETERANS' SERVICE PROGRAMS: DATA EVALUTATION PLAN



Preliminary Results presented to:
Washington State Military Transition Council
17 November 2015

Dave Coughran
Statewide HR Planning & Strategy Specialist
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Today's Purpose & Agenda

- Program Goals & Outcomes
- Camo2Commerce (Preliminary Results)
- Methodology
- Issues & next steps



Program Goal & Outcomes

- » The goal of this project is to develop a centralized database and framework to answer the following research question:
 - » **What impact are our transition programs having on veterans who separate from the military?**
 - » With this information, it is possible to perform cost benefit analysis on the those programs supported by state, public, and private institutions.
 - » The outcome is that the state is able to analyze its programs, determine comparative advantage, and **better allocate resources.**



CAMO2COMMERCE



- Has generated over **\$11.7 M** in economic activity within the state of Washington
- Provided **\$1,168,920** in state revenue
- Saved the US Government and Military **\$1,367,400** in decreased UCX claims*
- Saved the US Government **\$106,000** in decreased UCX payments*
- Has a greater impact than a **Baccalaureate degree** within certain subsections of the transitioning population



Data Analyzed (Wage & UCX):

(DVA) DD-214 Data

(JBLM)
ACAP XXI Data

(Pentagon)
DMDC DRS Data: Age, ethnicity, MOS, DOD Occupation Code, Gender, Marital status, Education, Inter-service separation code, character of service, Guard/Reserve, Transitional Track

47,000 records

Wage & UCX Data
18,000

No Wage & UCX Data
Federal work, moved to other state(s), Guard/Reserve transition, not in labor market, still serving, spouse of military member

Normative Wage & UCX Data
16,000

Rich & Part Time
2,000

Distribution Tails
Wage>120K or Wage<16K

“ACT TRANS”
8,000

“RES MASTER”
8,000 ★

Transitioned to guard or reserve after active duty and separation date not on hand. Significant because approximately 30% of service members work a second job while in the service. Pulls estimates down.

USABLE
4,424

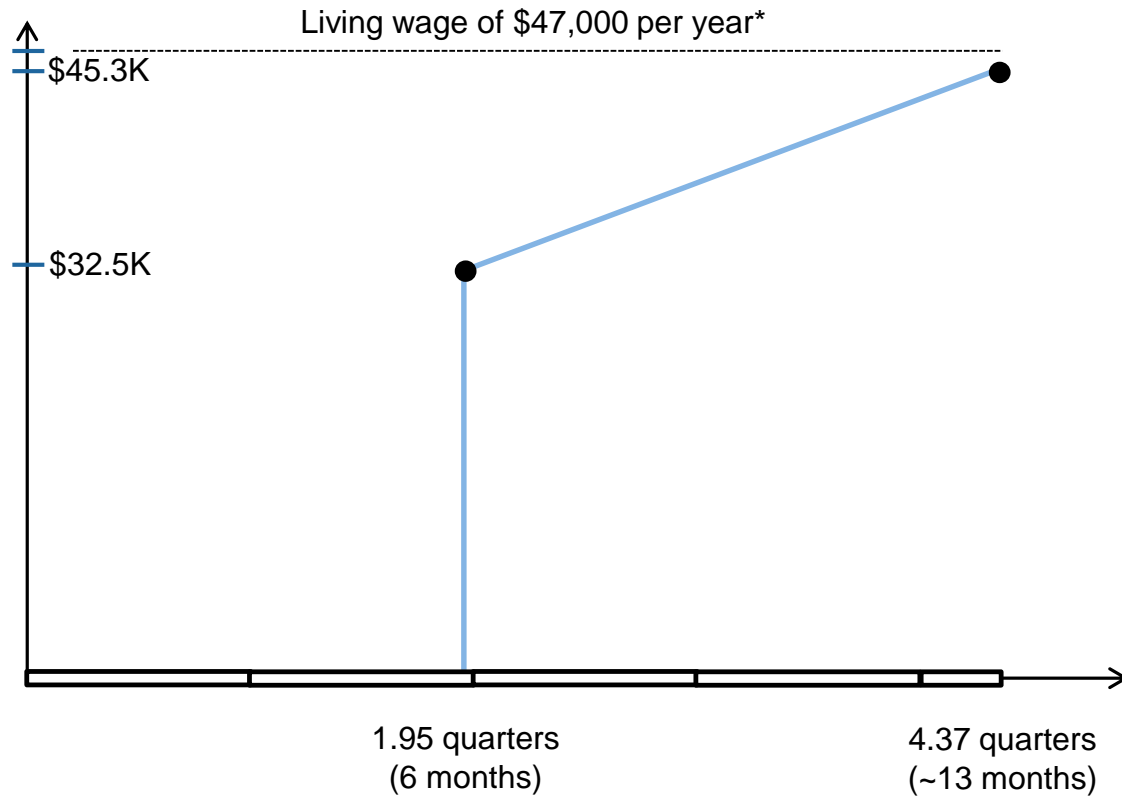
Pre-Sep
3,576

Wage data is from time period before separation. These are part time jobs worked while in the military. Pulls estimates down.



Summary Statistics

Wage & UCX Data	
	Population
Time to find the First Job	1.95 quarters* (6 months)
Salary of First Job	\$32,537.50 per year
Average Salary	\$36,949.33
Time to find High Paying Job	4.37 quarters (~13 months)
Salary of High Paying Job	\$45,307.30



- Living wage calculated by MIT Department of Urban Studies & Planning
- Assumes single income supporting a family of four with two children
- Average of Pierce & Thurston County



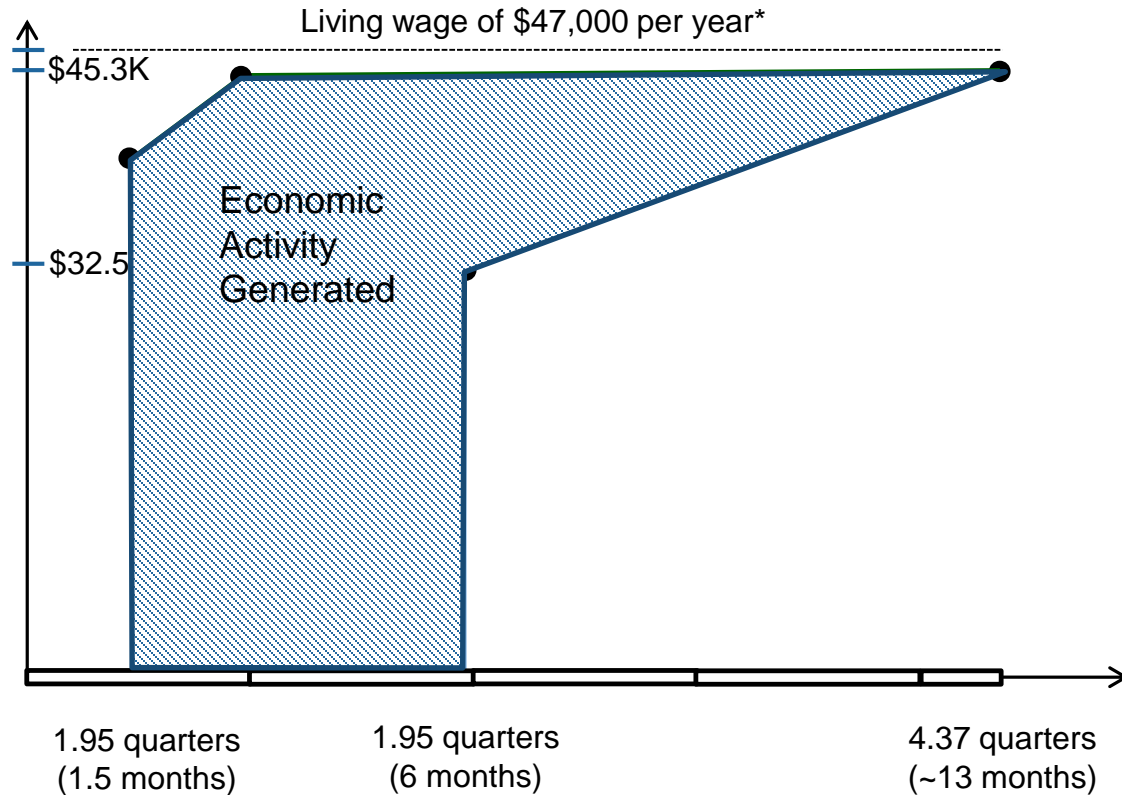
Camo2Commerce Statistics



Wage & UCX Data

	Population
Time to find the First Job	-1.5 quarters (-4.5 months)
Salary of First Job	+\$7,000 per year
Average Salary	+\$5,800
Time to find High Paying Job	-3.25 quarters (- ~10 months)
Salary of High Paying Job	No statistical difference

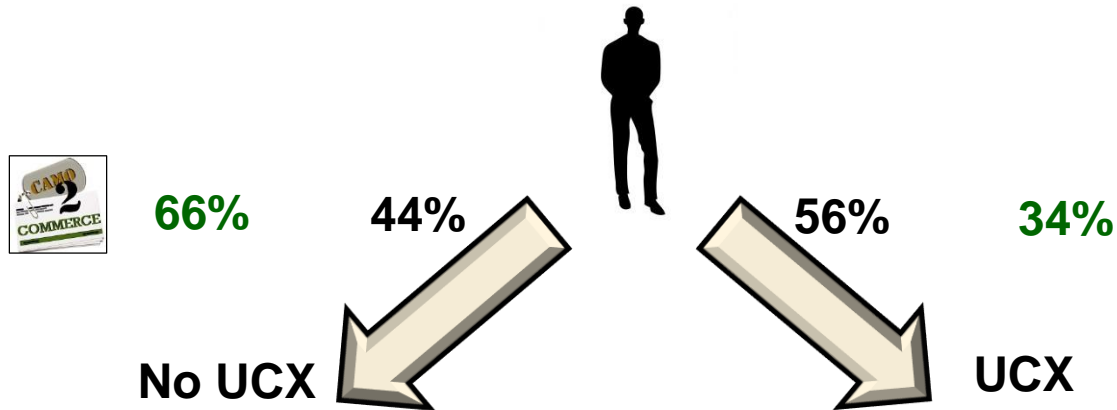
- **Controlled for:** officer-NCO/soldier, education, minority status, age, gender, marital status, and honorable discharge.



- \$20,400 difference per program participant
- At 573 placements, \$11.7M in economic activity
- 10% returns to WA in tax revenue (retail, gas, utility, property)
- \$1,168,920 in additional WA state tax revenue



Camo2Commerce & UCX*



+129 service members off UCX

- Average veteran draws 20 weeks at \$530 per week (E4/E5)
- Savings of \$1,367,400

-1 month in UCX benefits drawn

- Approximately 50 C2C participants drew UCX
- Savings of \$106,000



Camo2Commerce & Probabilities

Probability of finding a job that pays >\$40K a year in 13 months after transition: ~40%

(genderless veteran, E5+, 26 years old+, White (non minority), Bachelors Degree, not divorced, not disabled, Honorable Discharge)



Less Than Honorable



Disability



Divorce



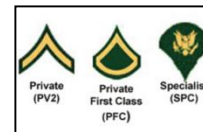
B. Degree



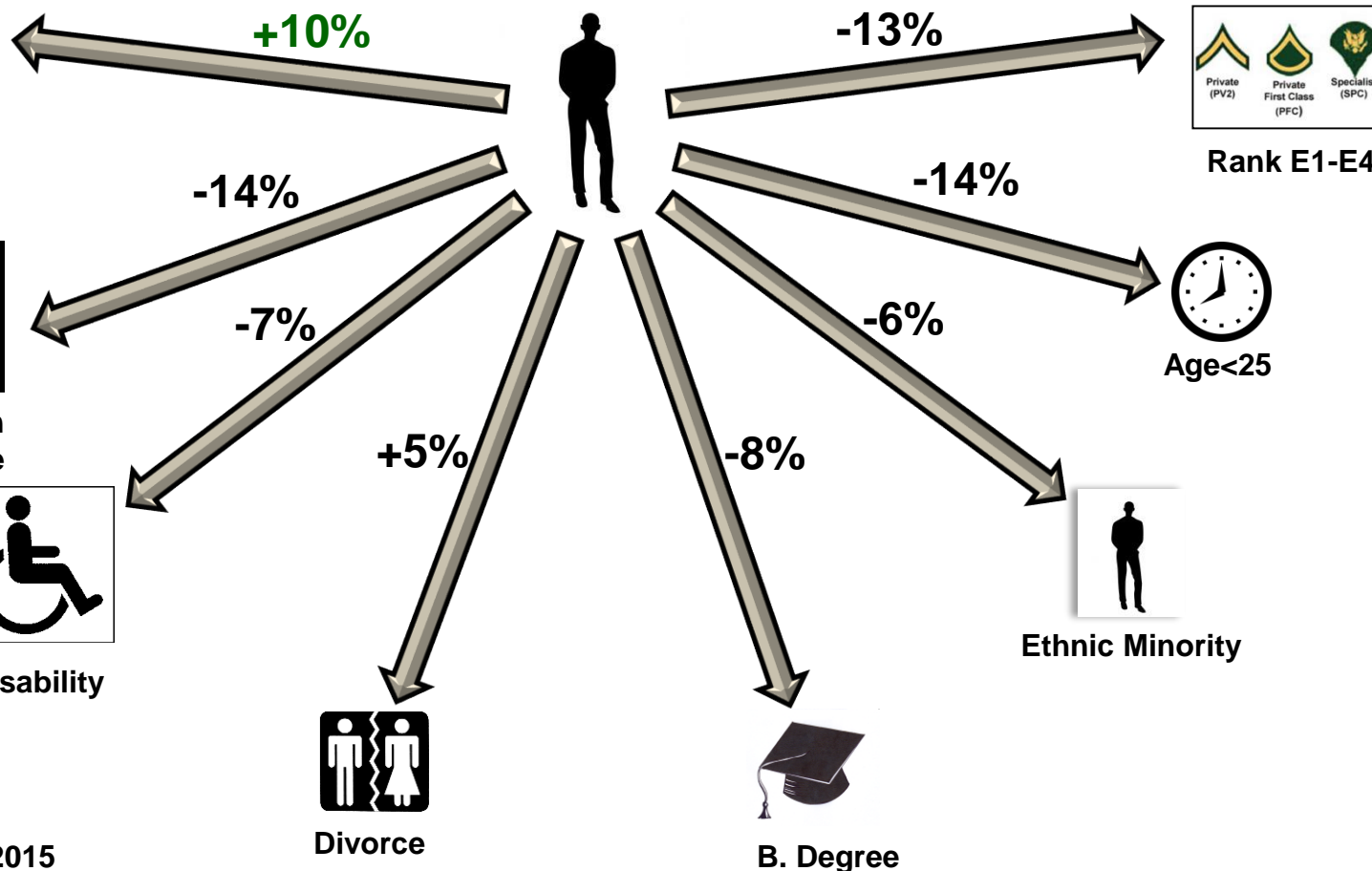
Age < 25



Ethnic Minority



Rank E1-E4





CAMO2COMMERCE



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- Provided **\$1,168,920** in state revenue
- Saved the US Government and Military **\$1,367,400** in decreased UCX claims*
- Saved the US Government **\$106,000** in decreased UCX payments*
- **+\$2.6 M** in fungible dollars
- Has a greater impact than a **Baccalaureate degree** within certain subsections of the transitioning population







Issues & Next Steps

- » **Remember, this is only a tool!**
- » **ISSUE: Lack of data on Navy, Air Force, Marines, & Coast Guard**
- » Who is next? (NW Edge)
- » Perform similar analysis with educational outcomes
- » Spur creativity!!!



Data On-Hand





X - Denotes data that can be cross referenced with ESD wage data (as of 17 November 2015)

	Transition Population*	Records & Data Available	2011	2012	2013	2014	2015 to date
COAST GUARD		DD-214s		Some	Some	Some	
		Personnel Records (DMDC DRS)		Some	Some	Some	
		Transition Database					
AIR FORCE	 853 per year	DD-214s		Some	Some	Some	
		Personnel Records (DMDC DRS)		Some	Some	Some	
		Transition Database					
NAVY & MARINES	 2,002 per year	DD-214s		Some	Some	Some	
		Personnel Records (DMDC DRS)		Some	Some	Some	
		Transition Database					
ARMY	 7,968 per year	DD-214	X	X	X	X	X
		Personnel Records (DMDC DRS)	X	X	X	X	X
		Transition Database (ACAP XXI)	X	X	X	X	X



Data On-Hand

X - Denotes data that can be cross referenced with ESD wage data (as of 17 November 2015)

	Transition Population*	Records & Data Available	2011	2012	2013	2014	2015 to date
COAST GUARD		DD-214s		Some	Some	Some	
		Personnel Records (DMDC DRS)		LIMITED DATA			
		Transition Database					
AIR FORCE	 853 per year	DD-214s		Some	Some	Some	
		Personnel Records (DMDC DRS)		LIMITED DATA			
		Transition Database					
NAVY & MARINES	 2,002 per year	DD-214s		Some	Some	Some	
		Personnel Records (DMDC DRS)		LIMITED DATA			
		Transition Database					
ARMY	 7,968 per year	DD-214	ALL POPULATION DATA				
		Personnel Records (DMDC DRS)					
		Transition Database (ACAP XXI)					



Issues & Next Steps

- » **Remember, this is only a tool!**
- » **ISSUE: Lack of data on Navy, Air Force, Marines, & Coast Guard**
- » Who is next? (NW Edge)
- » Perform similar analysis with educational outcomes
- » Spur creativity!!!

Round Table Comments

EXECUTIVE COMMITTEE



Questions/Comments?



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